

# PROPOSAL FOR THE APPOINTMENT TO THE POST OF HEAD OF CHILDREN'S SOCIAL CARE AND DEPUTY CHIEF OFFICER FOR CHILDREN'S SERVICES

## REPORT OF THE CHIEF EXECUTIVE

**Recommendation:** that the Committee:

- (a) endorse the proposal to commence recruitment to the permanent appointment for the post of Head of Children's Social Care and Deputy Chief Officer for Children's Services.

### 1. Introduction

1.1 The current Deputy Chief Officer for Children's Services, Darryl Freeman, commenced with Devon on a two year contract in December 2018 and took up a permanent position in the role in 2019. In September 2020 the post holder left his employment with the County Council. The post is currently covered by an internal acting-up arrangement.

1.2 The Chief Officer post holds responsibility for the following key service areas within Devon County Council:

- MASH and Children and Families Social Work
- Social work and allied services for children in care and care leavers
- Fostering and Adoption, including hosting the Regional Adoption Agency
- Social work and allied services for disabled children
- Operational delivery of Early Help Services
- Residential care: short breaks homes for disabled children and Atkinson Secure Children's Home

1.3 The service area is facing a rapid improvement journey following the outcome of an ILACS inspection in early 2020 that deemed the service Inadequate.

The improvements required within Children's Social Care must be sustained and the new appointment will need to continue to ensure that the service works towards a 'good' outcome in the next stage of the Improvement process.

### 2. Deputy Chief Officer for Children's Services

2.2 It is proposed that the vacancy will be recruited to on a permanent basis at its current L3 salary level of £105,669 plus a Market Supplement to the value of £20,000 per annum

2.3 A robust recruitment process will be used to provide assurance of the expertise, knowledge and skills required for the post of Deputy Chief Officer for Children's Services.

2.4 The recruitment process will ensure that the new Deputy Chief Officer for Children's Services demonstrates the leadership behaviours identified as part of the 'Doing What Matters' activity within Devon County Council.

2.5 The recruitment process would commence following the necessary approval process to ensure a replacement is identified and time for suitable handover periods are achieved.

- 2.6 The proposal to recruit a direct replacement has support from Eleanor Brazil, Devon County Councils appointed Children's Commissioner.
- 2.7 It is acknowledged that this replacement will commence close to the local elections in May 2021. In light of this it is felt that that this permanent appointment is necessary following the recent Ofsted outcome and the need to provide stability of leadership for Children's services.

### **3. Conclusion**

- 3.1 It is recommended that the Appointments, Remuneration and Chief Officer Conduct Committee endorse the proposal to advertise for a permanent replacement for the Deputy Chief Officer for Children's Services

Phil Norrey, Chief Executive - Devon County Council  
Electoral Divisions: All  
Contact for enquiries: Jacky Wilson, Telephone: 01392 383000,  
Email: [jacky.wilson@devon.gov.uk](mailto:jacky.wilson@devon.gov.uk)